



# Drillcon Group

## Business Code Practice



# Vision

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Drillcon shall provide superior services within Mining and Construction that gives best value to customer's operations. This will position Drillcon as our customer's first choice and establish the value: **Together we make the difference!**

This vision is also the driving force of the Group's corporate responsibility strategy to achieve lasting results and value to customers operation. The goal is to continuously develop people within our organization, use modern, safe and proven technology and have a close interaction with customers. We shall offer the best possible safety, health, environmental, quality (SHEQ) and occupational performance for the stakeholders. This will drive customer satisfaction and deliver sustainable productivity.





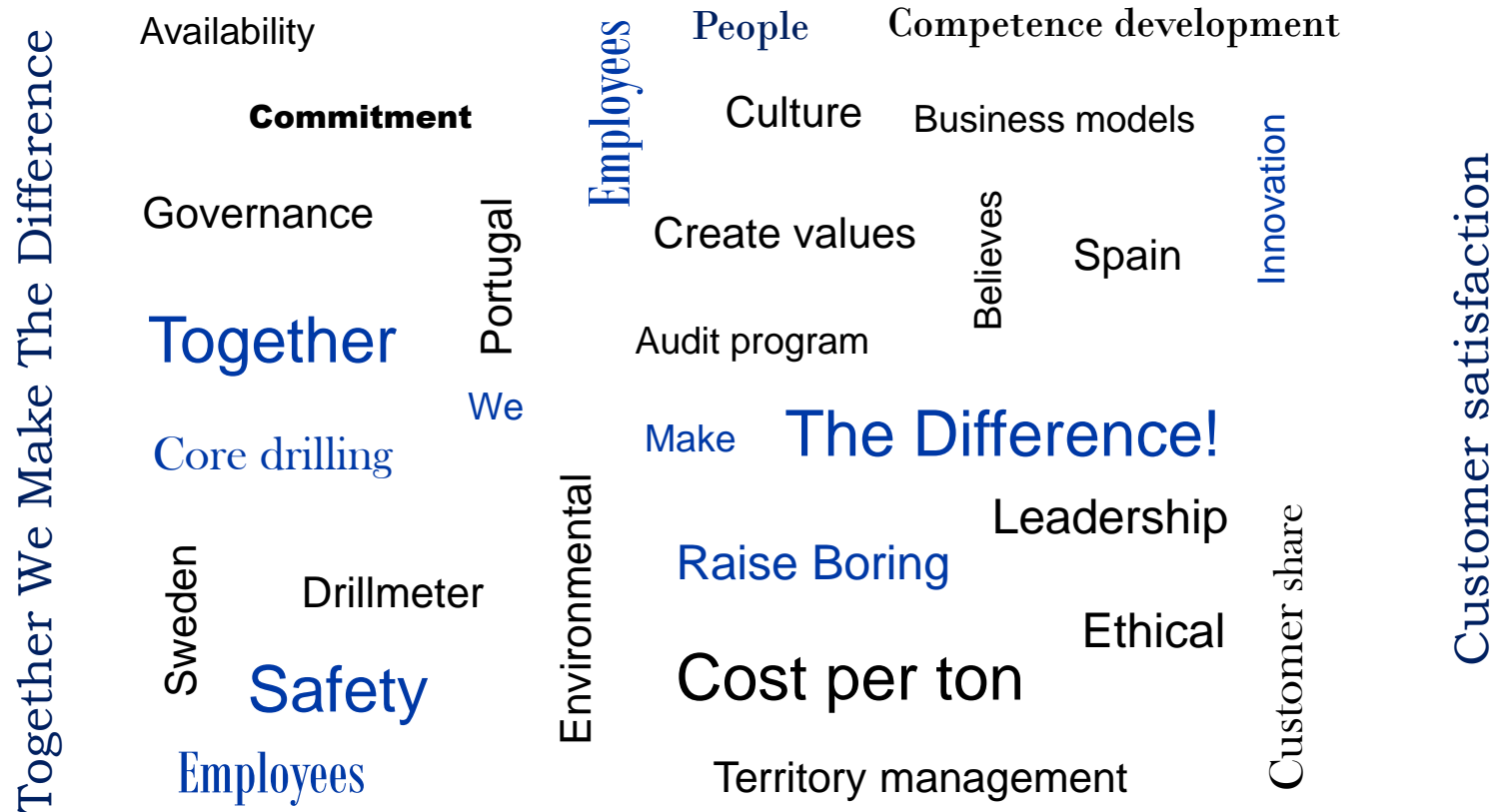
## Drillcon Group - Business Code Of Practice

Within Drillcon group we have commitments to our stake holders, internal as external to fulfil the given mission to follow our Business Code of Practise. Our managements and employees within organization shall always follow the guidelines and instruction to avoid any conflict of interest regarding business conduct and uniformed develop the business.

Patrik Rylander

CEO Drillcon Group

## Our values & believes



Together We Make The Difference

## Our commitment

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Our employees and management shall always work according to established processes and instructions in our system. Drillcon shall be operated according to the laws in Sweden and laws in the countries where a subsidiary is established.

Sustainability and corporate responsibility are integrated in Drillcon customer offerings and in our business processes. Drillcon defines sustainability and corporate responsibility as the delivery of mid- and long-term value in economic, environmental, safety, social and ethical areas.

We believe this together with other values within Drillcon is a pillar for a fundamental strong organization to handle future challenges and embrace possibilities' in a world that rapidly changes

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Together We Make The Difference

## People Management – Our values

We believe our continuous success stands on three values:

- **Innovation** – Our entrepreneurship, flexibility and drive for continuous improvement in all activities will support the road map forward to reach our overall targets
- **Commitment** – We must always provide what we commit and to be transparent if we fully not succeed. We encourage to raise flags and put customers success in first room.
- **Cooperation** – In our daily business we must have close cooperation with customers, suppliers, business partners and other stakeholders to gain long term trust and repeated sales. This shall reflect our culture in the organization and foster our new employees.

## How we do it

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Drillcon shall provide superior services that gives best value to customers operation and this will make us the customers first choice and establish the value proposition; Together we make the difference!

We achieve this by continuously develop people within our organization, use modern, safe and proven technology, have a close interaction with customers. Purpose to have the best possible safety, occupational health, environmental and quality (SHEQ) performance for its stakeholders and to prevent pollution.

All managers of its business shall work to prevent accidents and with the Group vision: Zero work-related accidents.

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Together We Make The Difference







## Transparency

We encourage transparency in all our communications, between employees, customers, suppliers and partners. All communication must be open, truthful, and accurate. Also to be reliable based on our activities and given in a timely manner.

To this, to have a positive attitude toward constructive dialogues with all our stakeholders and to publish relevant information about our brands and operations at our web page; [www.Drillcon.se](http://www.Drillcon.se)

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## Society and environment

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We strive to be a good and reliable corporate citizen, observing the spirit as well as the letter of the laws of the countries in which we operate.

We recognize that our commitment to financial success must also take into account the broader economic, environmental, and social impacts of our operations.

Drillcon encourages learning and development through cooperation with local communities and our employees to be trained following our values and believes.

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## Employees

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We strive to be the preferred employer of both current and potential employees with a safe and healthy working environment in all our operations.

We believe in equal opportunities and diversity. We recruit and promote on the basis of qualifications for the work to be performed, regardless of race, religion, gender, age, nationality, disability, sexual orientation, union membership, and political opinion.

We are continuously offered training and development possibilities to safeguard our opportunity to grow with Drillcon.

We train our employees on the implications of human rights, safety, corruption, environmental impact and other related aspects of our operations in each country we have operations .

We encourage a flow of information across business units, functional, and geographical borders to make full use of the available knowledge and experience.

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## Customers, partners and suppliers

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To be the preferred supplier to current and potential customers and end-users, which means that we should achieve the highest possible customer and market share.

We strive to be the best associate for our business partners, such as suppliers, agents and distributors.

We always strive to develop close relationships with our customers in order to be able to continuously meet and exceed their expectations.

We deliver consistently high-quality products and services that contribute to our customers' productivity and prosperity.

We evaluate and select business partners impartially on the basis of objective factors including productivity, quality, delivery, price, and reliability, as well as commitment to environmental and social performance, and development.



## To use resources responsible, efficiently and find alternative resources

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We continue to focus on innovation and to minimize our consumption of energy and CO2 emissions. We are continuously working to minimize the environmental impact in our operations. If there is an option that provides an environmentally better solution, we shall go for this alternative. We shall together with our customers always strive to reduce the energy and emissions. We strive to have a workplace at site with the minimum use of energy.

We shall be committed to reduce direct and indirect emissions from our operations on surface and underground. To be able to succeed it demands a well-planned operation and to ensure our waste will be reused, recycled or be taken care of according to the best environmentally available method. We shall encourage the employees to improve our operations at site and propose other better environmental solutions and to grow our production volume.

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## Improvements & Compliance

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### **Continuous improvements**

We act proactively to prevent any injuries at work both for employees and sub-contractors by setting relevant and measurable targets and objectives as well as key performance indicator. We constantly improve our performance by adapting processes and by reinforcing a strong SHEQ culture.

### **Compliance**

We have zero tolerance with fraud and all managers must commit to follow our business compliance and the Business Code of Conduct.

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